

**DEDICATED TO OUR COMMUNITY, OUR PROFESSION AND EACH OTHER**

**Spring 2011**

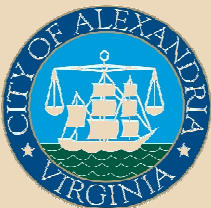


Peak Time in Prime Time	1
Building Collapse	2
4 Alarm Fire Challenges Firefighters	3
EMS News	4
Professional Development	5
New Faces, Old Places	6
Community Engagement	7
Great Day for a Swim	8
Developments in Fire HR	9
Awards and Recognition	10
Stats	11
Hot Shots	12

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# THE RESPONDER

## PEAK TIME IN PRIME TIME



Medic 213 and 214 at the Peak Time Medic Unit Presentation at the George Washington Masonic Temple, February 2, 2011.

staff medic units to rotate through required training with less interruptions than prior to the peak time program.

The City of Alexandria took delivery of two new medic units in a ceremony held at the George Washington Memorial Masonic Temple on February 2. The Peak Time Medic Unit program is designed to provide additional Advanced Life Support transport capabilities in and around the City of Alexandria during the time when calls for Emergency Medical Service are statistically at their highest. The program will assist in reducing response times to emergencies as well as lessen the City's reliance on surrounding jurisdictions during busy times.

Both of the new medic units are 2010 Horton Emergency Vehicles Internationals. They are equipped with the latest of EPA certified engines, bacteria resistant surface areas, a keyless entry system for extra security and Horton's Occupant Protection System (HOPS) which is a system of airbags, multi-density cushioning and three point seatbelts designed to help save those that save lives.

On February 19<sup>th</sup> at 7 am, Alexandria Fire Stations heard a new medic unit responding to calls in the City. Medic 214 started off the Peak Time Medic Unit program. On Sunday, February 20<sup>th</sup>, Medic 213 went in service. Both units immediately began fielding emergency calls, addressing a long time deficiency in EMS coverage during the peak activity period from 7am to 6pm each day. While the majority of the week only one peak time unit remains in service, both units are on duty each Wednesday. The additional coverage on Wednesday allows the five other full time

The peak time medic units provide the same high level of care provided by the City's other five 24-hour Advanced Life Support  
**SEE PEAK TIME, PAGE 8, COL. 1.**



## Building Collapse

By Captain John Morehead

Each year, Firefighters are hurt and killed by building collapse. We, as Firefighters, must take steps and do more to reduce and prevent this tragedy from continuing. To date this year, a Los Angeles Firefighter in his last year before retirement, was killed and his colleagues were injured when a roof fell on them. Francis Brannigan, author of Building Construction for the Fire Service, says, "Relying on experience alone is not sufficient. Firefighters must be aware of the theories and principles involved in building construction".

Key topics that Firefighters must understand:

- Imposition and Resistance of Loads- the loads imposed on building materials and the stress (force) caused.
- Characteristics of Building Materials- how materials react during fire and how their ability to resist load changes during fire conditions.
- Structural elements- columns, beams, and connections used to assemble a building.
- Construction Classifications- Type I: Fire Resistive, Type II: Noncombustible, Type III: Ordinary, Type IV: Heavy Timber, Type V: Wood Frame.

After gaining knowledge in the fields above, Firefighters can begin to analyze buildings during structure fires to make a judgment about collapse potential before the collapse occurs.

There is a five step process for predicting collapse:

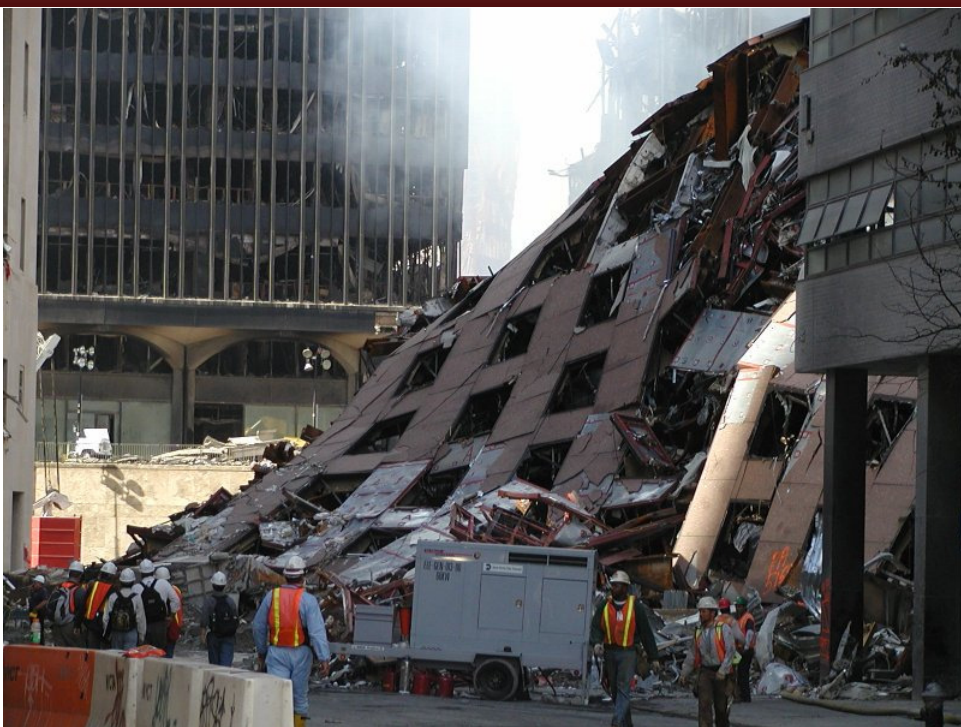
1. Classify the construction.
2. Determine structural involvement (read smoke and flames).
3. Visualize and trace loads.
4. Evaluate time.
5. Predict and communicate collapse potential.

These are some of the early ways to start to predict building collapse. This all starts with the proper size-up of the incident. The National Institute for Occupational Safety and Health has issued steps to minimize the risk of injury and death to firefighters during structural firefighting. Take a minute to look them over. The next time you pass construction during the course of your day, take the time to analyze the structure to determine

how it was constructed? what materials were used? How would you fight a fire in the structure? These are all important questions that cannot wait until there is a fire

to be answered. For more research, Brannigan's Building Construction for the Fire Service can be utilized as a reference. Remember ....risk little to save little, risk a lot for a CONFIRMED life.

BE SAFE!! ! ! ! ! 🚒





## Four Alarm Fire Challenges Firefighters



Fire breaks through the roof of a three story garden apartment building in the 6000 block of Edsall Road as firefighters climb ground ladders to the third floor balcony.

On the sunny afternoon of February 15 life meandered along its normal course. School was in session; people were at work; running errands; and Spring was lurking around the corner. The cold but mild temperatures that day had many people outdoors looking forward to the warmer days to come. However, at almost 2 pm that afternoon, things changed for many people in the Southwest section of

the City. At 1:44 pm fire units were dispatched to the 6000 block of Edsall Road for a reported apartment fire. The initial response included units from Fairfax County, including one Fairfax County Battalion Chief. Fairfax Battalion Chief 404 was the first to arrive on the scene.

His initial report set the stage for what eventually became a four alarm fire. Battalion 404 reported fire showing on the rear side of the building on the first, second and third floors. A second alarm was quickly struck. As the first fire units arrived, an aggressive fire attack plan was put into play. Crews entered the three story garden apartment building while ground ladders were placed against the building at several locations. As crews began their initial attack on the fire they encountered several burned holes in the flooring due to fire. Upon reporting this back to incident command, the order was given to evacuate the structure. About the same time a third alarm was struck.

The offensive fire attack moved into a defensive attack. Master hose streams and

ladder pipes were placed in service in an attempt to contain and keep the fire from spreading to the adjacent apartment building. Thick black and gray smoke blanketed the area. From a distance it appeared that the whole block was enveloped in thick smoke.

Fire and EMS apparatus littered several streets including Edsall Road and Yoakum Parkway, both which serve as major thoroughfares during the day, especially at rush hour. Alexandria Police shut down Edsall Road and diverted traffic around the incident. While this was being done, fire broke through the roof of the apartment building with flames rising fifteen or more feet above the roof line.

As the incident moved into the late afternoon hours the fire began to affect more than the apartment complex. The area schools were beginning to dismiss for the day. The fire closed Edsall Road and made access to the apartment complex unattainable. School authorities chose to hold students at the school until their parents could pick them up that evening. Rush hour traffic was beginning and the detours implemented by Police began to swell with cars



Firefighters use a master hose stream to apply water to the roof area at the rear of the apartment building.



Heavy smoke conditions envelop firefighters as they evacuate the fire building after holes in the flooring were discovered inside at several locations due to the fire.

creating secondary traffic jams.

By late afternoon a fourth alarm was struck to assist. As the fourth alarm began to arrive, the master stream operations were beginning to show enough progress that crews reinstituted limited interior attacks

**SEE CHALLENGE, PAGE 8, COL. 2**

## EMS News



**NATIONAL  
EMERGENCY  
MEDICAL  
SERVICES  
W E E K**



This year National EMS Week is May 15 to 21. The Alexandria has big plans for this event. This year's theme is **L.I.F.E.** Learning Instruction For Emergencies

The Department will have medic units in designated locations around the City on May 20 and 21 to take B/P's, do dex-sticks and perform 12 Lead EKG's. Brochure with information about certain types of emergencies and how to deal with each will be distributed at each location. Selected topics include Diabetes,

11:00am to 1:00 pm

Bradlee Shopping Center

Foxchase Shopping Center

Potomac Yards shopping centers.

INOVA Alexandria Hospital will be sponsoring a breakfast in recognition of Alexandria EMS providers one morning during EMS Week at the hospital.

A great deal of planning and participation is going into these events and the Department looks forward to the week of May 15.



Seizures, Stroke, Cardiac emergencies, Trauma, Poisoning and Allergic reactions.

The following are the locations and times medic units will be on standby:

#### Friday, May 20

11:00am to 1:00pm - City Hall

11:00am to 5:00pm—U.S. Patent Trade-mark Office

#### Saturday, May 21

7:00am to 10:00am— Farmers Market at Market Square

partment during transports while continuing to perform advanced life support procedures. The device successfully performed CPR in at least one instance where the ambulance cot could not fit completely in the elevator cab and the patient had to be positioned at an angle.

The EMS Section is now negotiating a 60 to 90 day trial period for the AutoPulse Non-Invasive Cardiac Support Pump manufactured by ZOLL. Once the second trial period has concluded, a comparison of both devices will be



#### **CPR Trial Devices**

The 90 day trial of the Lucas II CPR devices has ended. The devices were removed from the EMS supervisor's vehicles and returned to the vendor. During the trial period the devices were used over ten times and exceeded all expectations. CPR was performed by the device enabling ALS providers to remain seated in the rear patient com-

made with possible discussion of future acquisition of one of these devices.

#### **Life Pack Changeover**

Beginning in May, Lifepak 15s from Physio Control will replace the existing Lifepak 12s currently on board all medic units and EMS Supervisor vehicles. In general, the Lifepak 15s are similar to Lifepak 12s except for the location of one button. An added benefit of the Lifepak 15 is its Carbon Monoxide monitoring capability. The new units also include a metronome to guide CPR compressions and ventilations and provides an option to escalate energy to 360 Joules.

The Lifepak 15 is powered by Lithium-ion battery technology. It incorporates the SunVue display screen for viewability in bright sunlight, and data connectivity to easily and securely collect and send patient information. 📶



AutoPulse by ZOLL



## Professional Development

### News From the Professional

#### Development Center

By Dwayne Bonnette, Battalion Chief /  
Chief Learning Officer

#### January

In January the department conducted yearly Self Contained Breathing Apparatus (SCBA) refresher training for Firefighters and Medics. Personnel were provided refresher training on the use and components of the SCBA. Personnel also participated in SCBA emergencies and Rapid Intervention Team training as part of the effort. The training was successful and an after action report is in the process of being completed to reflect lessons learned and to advise of any anticipated changes in procedures.

Dodie Gill from New Millennium was the speaker for the training for the Leadership Team in January. She and her partner, Gary Randle, provided information on dealing with issues that their subordinates may be having that may be affecting performance. They also reviewed and explained the purpose and possible uses of the Birkman Project.

#### February

In February personnel attended the customary EMT refresher classes. The Professional Development Center (PDC) is looking at moving to a new model of providing the training over the course of the four years for recertification versus the once every four year approach.

#### March

In March, Operational Supervisors were given updates from the Office of Health and Safety (HSU). The HSU provided information on injuries and accidents that they have had to deal with and the trends they have been observing. The personnel also participated in Command Post Company training where they were exposed to the use of the command boards and provided basic procedures carried out at the command post with the intent that they, whether Medics or Firefighters, could be called to the command post to assist.

#### April

Night burns are scheduled for April. The

PDC will be trying to meet several objectives. First, test different methods of radio use to determine which method provides the most audible performance. This is a safety issue that the department is working diligently to correct. Second, work on teamwork inside a simulated structure fire. Finally, work on incident accountability.

Jona Olson, volunteer fire chief from New Mexico, will be the speaker for the April Leadership Team training. Her session on "Diversity Inspired Leadership" will address issues and present tools to personnel of the department to help in their development as supervisors and leaders.

#### Professional Development Model

The Professional Development Model is a cooperative project between the Alexandria City and Arlington County Fire Departments. The purpose of the project is to provide employees with a "roadmap" for advancement and for in-grade growth for those that do not wish to advance. The roadmap is comprised of competencies for all levels of supervision up to the Fire Chief. The roadmap delineates the Training, Education, Experiences, and Self-Development necessary to achieve the best results for growth. It is not a guarantee for promotion, but simply a guide to help employees understand what is required to give them the best chance at success.

The competencies and the correlating Training, Education, Experience, and Self-Development were taken from the national Fire and Emergency Services Higher Education (FESHE) model. Representatives from both organizations attended a retreat at the National Fire Academy to receive the vision from the Fire Chiefs from Alexandria and Arlington as well as the U.S. Fire Administrator, Kelvin Cochran, and Dennis O'neal, Superintendent of the National Fire Academy. Workgroups comprised of members from both departments met several times after the retreat and revised the FESHE model to meet the project's needs. The Alexandria/Arlington Professional Development Model is scheduled to be introduced to the departments around July 2011.

# SAVE THE DATE



The Alexandria Chamber of  
Commerce 2011 Public  
Safety Valor Awards  
Ceremony

Tuesday, April 26, 2011  
Alexandria Hilton Mark  
Center Hotel

To Order Tickets Go To:  
<http://www.alexchamber.com>

## New Faces, Old Places

This month the Alexandria Fire Department wishes to recognize several new members in Emergency Management and Fire IT.



Computer Programmer Analyst II

Sirirat Kongdee

Ms. Sirirat Kongdee joined the Department as our newest administrative employee. Ms. Kongdee is serving as a Computer Programmer Analyst II within the Fire IT Division. She complements the current staff of Mark Hartman and George November, under the leadership of Jim Burke.

Ms. Kongdee was previously employed as a Network and Systems Administrator and Webmaster, and as an Electrical Systems Engineer in the private sector. Ms. Kongdee holds a Bachelor's degree in Electrical Engineering and a Master's degree in Electrical Engineering and Telecommunications. She is also a Microsoft Certified Professional and a Cisco Certified Network Associate (CCNA).

The Department is very pleased to have Ms. Kongdee work with us to address our IT challenges and opportunities.

While not a newbie, some of you may not have met our NIMS Compliance Officer, Don Barkledge. Don started in August of 2010. Under a UASI grant, Don is responsible for ensuring the City's continued compliance with the National Incident Management System,

including ICS training, plans review, resource typing, etc.

Don retired in 2008 as a Battalion Chief from the City of Fairfax, having served 30 years there. Originally from California, Don started his career in Fire/EMS as a Paramedic in Southern California. He has an Associate in Science Degree from The George Washington University in Emergency Medical Services, and has completed the Executive Fire Officer program from the National Fire Academy. He has served as the Chair of Virginia Governor's EMS Advisory



NIMS Compliance Officer Don Barkledge

Board, as well as President of the Northern Virginia EMS Council. Don is also a recipient of the 2005 Governor's Award for Excellence in EMS.

Don is married, with three children and six grandchildren (a seventh is on the way!). His hobbies include riding motorcycles, scuba diving, home remodeling and spending time with his grandchildren.

Another addition to the Emergency Management team is Mr. Jeffery Driskill. Jeff serves as the Exercise & Training Officer for the City of Alexandria since December 2010. Jeff's role includes planning, preparing and training of various exercises for City Departments in the area of emergency management.



Exercise and Training Officer Jeff Driskill

Jeff retired as Chief of Police after 23 years in law enforcement. He served as the Training Coordinator at the Rappahannock Regional Criminal Justice Academy in Middletown, VA since 2005, where he is a VA Department of Criminal Justice Services (DCJS) certified instructor. Jeff enjoys teaching various NIMS and ICS courses and has collateral experience in serving on the Hardy County (WV) 911 Executive, LEPC, Exercise Design and Hazard Mitigation Planning committees. Jeff works as a homeland security consultant and was the law enforcement subject matter expert (SME) for WV Region III on mass evacuation and catastrophic events planning. Jeff is a DHS certified Master Exercise Program Practitioner (MEP) and has worked on numerous exercises, including as a consultant for the Dept. of Veterans Affairs for the Eagle Horizon federal continuity and National Level Exercises. Jeff is a Certified Emergency Manager, has a Master's Degree in Emergency and Disaster Management from the American Military University and is currently working on his PhD. from Northcentral University focusing on leadership and policy development.

When not working, Jeff enjoys bike riding, circuit training and is an avid Alabama football fan.

Welcome Sirirat, Don, and Jeffery. 🚒



## Community Engagement

The cold winter weather did not keep the Alexandria Fire Department indoors. Members were out and about participating in a number of Community Engagement Activities.

Jones, Lang and LaSalle. Seven students from Hammond Middle School visited Fire Station 206 on Seminary Road to discuss fire safety careers.

In March, firefighters ventured out to several schools for Read Across America day. Armed with several books, members read to several groups of students and emphasized the importance of reading. Staff also provided several safety presentations to Catholic Charities and the YMCA. Firefighters provided fire equipment to the annual cub scout bike rally held at Westminster Church.

As Spring arrives, so do many more outdoor events and activities, all of which will involve the department in one way or another. As always, the public loves to see our members whenever they arrive and participate in community events. See you in the Spring! 🚒

### Get Alarmed Virginia Comes to Alexandria



Firefighter Sylvester Shorter reads the Cat in the Hat to an eager group of school children.

During January members of the department participated in the Martin Luther King Day of Service, providing fire safety education materials and apparatus tours to volunteers and citizens participating in the day long event. Staff also participated at the Maury Elementary School Health and Safety Fair, providing valuable information on fall prevention, sports injury prevention and fire prevention safety tips.



Firefighter Corrin Pumphrey takes a turn reading to a group of students at Maury Elementary School.

During February, staff conducted a number of fire safety and prevention talks to various businesses and community groups. A lecture on senior fall prevention was given to the Saint Martin De Porres Senior Center. Fire Safety training was presented to employees of ALSCO, Inc. and the company of

provided tours of the fire stations and equipment. Several family groups also requested and attended fire station tours in their communities where they learned about the roles and responsibilities of the fire service in Alexandria.

The Alexandria Fire Department was notified of an award of 400 smoke detectors from the Virginia Department of Health as part of the Get Alarmed Virginia grant program.

The program is designed to distribute 10 year lithium battery powered smoke detectors to elderly residents who still live independently as well as to homes with a high risk of loss of life from a fire (families with small children). The program includes the detectors, outreach materials, a home safety survey and a form to be completed in order to track the performance of each detector installed.

Alexandria received 400 detectors and funding which will go towards the purchase of supplies and materials. To complete the program. The performance period of the grant runs from February to August 2011.

Senior citizens can contact the Community Services Office at 703.746.5260 to make an appointment to have one or more of the 10 year detectors installed at no charge. 🚒





### Peak Time, From Page 1.

transport units. They are also painted with the new Alexandria Fire Department apparatus paint scheme providing a new look to the City's Fire and EMS response vehicles.

With the graduation of the 26<sup>th</sup> EMS Recruit School in early February, four incumbent



EMS Supervisor Brian Meckes gives Mayor William Euille a tour of one of the new medic units.

paramedics were assigned to the two peak time units. EMS Supervisor Martha Tuthill was assigned as the Peak Time EMS Supervisor. The new EMS Recruits have back-filled those vacant positions as well as other vacancies that have occurred through retirements.



AFD personnel, Mayor William Euille, Fire Chief Adam Thiel and FESCO President Peter Laake, Sr. gather at the Peak Time Medic Unit presentation.

The Peak Time Units are busy providing much needed emergency medical services to the City while reducing the dependence on mutual aid from other jurisdictions. This has resulted in decreased delays in response when all five 24 hour units are unavailable due to emergency calls. The program has been a success and a big boost to the future of emergency medical services delivered to the Alexandria community. 🚒

of the apartment building, in the background, looming overhead was the Alexandria Knolls West high-rise complex. Only three years earlier fire units fought a three alarm fire at Alexandria Knolls West which injured several firefighters and posed many challenges that the Alexandria Fire Department continues to work to resolve today. 🚒

### Great Day for a Swim

#### Challenge, From Page 3.

on the fire. Several crews also positioned themselves on the roof of the adjacent apartment building in order to direct hose streams



In early February department members spent an afternoon out in the cold. It was the perfect day for a swim. Actually the training was done by the Department's Marine Operations Team and the focus was cold water rescue. The training was critical for the department since very cold temperatures freeze many of the bodies of water in Alexandria. The lure of the ice, especially by young people creates a tremendous risk when playing on the ice. Every year hundreds of people are

downward into the fire at several key areas.

In the early evening hours the fire was declared under control. One firefighter and one occupant were treated for minor injuries. Remarkably there were no other injuries. All occupants of the apartment building were able to self-evacuate safely before the arrival of the fire department. A total of fourteen apartments were affected by the fire requiring the relocation of at least thirty residents. The masonry fire wall between the two apartment buildings remained intact which assisted firefighters in preventing the spread of fire into the next structure.

Investigators remained on the scene for several days looking into what started the fire. In the end, they determined the fire was accidental. The apartment complex plans to rebuild again.

Looking back on the night of February 15, as units began to clear the smoldering remains

seriously injured or die from falling into water because the layer of ice on a pond or lake was too thin. Once in the frozen water, survival is limited to only minutes.



Photo by Sanjay Vallyathan

Rescuers responding to such emergencies must be properly equipped and trained not only to rescue the victim but to prevent from becoming victims themselves. 🚒



## Developments in Fire Human Resources

Since 2010, the Fire Department's Human Resources (HR) Section has been involved in a number of projects that have benefited the department. Below is a highlight of those activities.

Projects and assignments completed in 2010

**EMS Operations Manager Promotional Assessment.** Human Resources developed the assessment center test and arranged for the external evaluation panel. In addition, HR developed the interview questions and conducted the interviews for the promotional process. One medic was promoted from the process in January 2010.

**Firefighter / Rescuer I.** Human Resources reviewed over 1,100 applications and screened in 580 applications for the Firefighter/Rescuer I process. This involved the development of interview questions, scopes of work and contracts for criminal background checks, psychological tests and polygraph tests as well as conducting 580 pre-employment tests (two tests – CWH [reading, math + comprehension] & Ergometrics [mechanical + behavioral]). Forty-eight out of five hundred eighty candidates were scheduled for final interviews conducted using three interview teams. The net result was the hiring of thirty one recruits in April of 2010.

**Administrative Support V.** Fire HR developed the interview questions and conducted interviews which resulted in the hiring of one Administrative Support V position in September 2010 which has greatly aided the department in its fiscal processing capacity, especially in the area of ambulance billing.

**Fiscal Officer I.** Fire HR developed the interview questions and conducted interviews which resulted in the hiring of one Fiscal Officer I position in September 2010 which added capacity to manage and apply for a number of grant programs operated within the department.

**Medic II.** Fire HR performed an Return on Investment analysis for the Medic II position. The results determined it is more economical to hire trained medics versus untrained medics. The use of CPAT program

as a prerequisite to employment was initiated in the current recruitment and testing process. Fire HR developed interview questions and conducted testing of 100 applicants which resulted in interviews of 24 eligible candidates. As a result, 14 new medics were hired in September 2010.

**Medic III (EMS Supervisor) Promotional Assessment.** In May 2010, Fire HR developed the assessment tools and the Knowledge, Skills and Abilities of the position with Fields Consulting. Fire HR developed the interview questions and conducted interviews of 14 candidates which resulted in the promotion of three Medic IIIs in September 2010.

**Fiscal Officer II.** Fire HR developed interview questions and conducted interviews which resulted in the hiring of one Fiscal Officer II in October 2010 who oversees all of the departments fiscal matters.

**Workers' Compensation.** In November 2010 the responsibility of managing AFD Workers' Compensation was assigned to Fire Human Resources Manager for purposes of assuring that case management is properly administered and to further assure that long term cases are properly and timely disposed. Through the aggressive management of this program, to date, four long term cases have proceeded to medical retirement. Long term cases consume an employment slot that affects service deployment. Working staff must absorb the shortages from such cases. It is imperative to provide timely and effective oversight to this sensitive area. This responsibility for Workers' Compensation also entails management of patients converted to Light Duty during recovery. Case management entails receiving and reviewing the physical capabilities statement developed by the attending physician and then monitoring the prescribed treatment.

**Performance Evaluations.** In May Fire HR developed specifically tailored job performance measures for a new performance evaluation process. This was automated and promoted as a pilot for use with the proba-

tionary firefighters and extant battalion chiefs on a quarterly basis. This model will be used for performance evaluations of all department personnel in the near future.

*Ongoing initiatives since 2010 include the following:*

**Assistant Fire Chief promotional process.** In May Fire HR began the development and implementation of the promotional process for two Assistant Fire Chief (AFC) positions. Due to imminent retirement of one incumbent and the creation of a new division within the department; two AFC positions were needed which would have a transparent job description for the position allowing the AFC's to transition into any assignment (Fire Operations, EMS Operations, Support Services or Fire Prevention and Life Safety). Fire HR created an advertisement brochure and developed an interview guide. In addition, Fire HR contracted the use of a standardized, nationally recognized in-basket exercise for screening purposes. As a result, 38 applicants were scheduled, 33 applicants were tested, and 32 applicants were interviewed. The final set of candidates have been selected to undergo the final phases of processing with the intent of hiring two candidates by May 2011.

**Firefighter/Rescuer I** – Fire HR restarted the recruitment process for the Firefighter / Rescuer I position which includes 12 additional positions due to the award of a Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) grant to hire and train twelve new firefighters. Fire HR screened over 1,200 applications; conducted 4710 pre-employment tests (two tests – CWH [reading, math + comprehension] & Ergometrics [behavioral]). The testing and interviews are continuing with the intent to hire at least sixteen recruits by the end of June 2010.

**Promotional Assessments** – Fire HR is currently working on the assessment centers for Lieutenant and Battalion Chief. Announcement letters are to be distributed to AFD personnel. Fire HR has been validating the testing material and working on developing interview questions from the leadership

**SEE FIRE HR, PAGE 10, COL.1**

## Awards and Recognition

### Fire HR From Page 9.

books requested by the Fire Chief. Fire HR is also arranging a 7 hour preparation workshop for interested candidates to be held later in 2011.

**Education & Training.** Fire HR conducted the following educational and training classes since 2010:

- Employment Law Presentation to department employees on EEO, FLSA, ADA, FMLA, USSERA, etc.
- Leadership Management Institute – Decision Making presentation to City staff in 2010 and 2011.
- Lieutenant Orientation Presentation which included topics on Discrimination and Harassment Free Workplace, FLSA for Firefighters, Performance evaluations, and Discipline and Grievances.

**Standard Operating Procedures & General Orders.** Fire HR continues to author and/or provided significant input into the following procedures:

- Disability Leave
- Supplemental Employment
- Discipline & Grievance
- Lateral Assignments
- Performance Evaluation Pilot for Firefighters and Battalion Chiefs
- Promotions
- Mentorship Program
- Acting Promotions
- COOP Plan
- Holdover Policy
- Retirement and Resignations
- Pre-employment Background Checks
- Injury Reporting

**Ad Hoc Work.** Fire HR has been involved in several ongoing projects including

- Career Ladders – working with department senior management and the Labor groups to develop career ladder progression for positions within the department.

- Job Analysis Questionnaire – provided support in the many submissions of the JAQ and appeal process.
- Committee member – Fire HR serves on the Casualty Assistance Program, Document Control, ERP evaluation.

**City-wide Impact.** Fire HR has been involved with senior management and Support Services staff in successfully presenting and gaining understanding by the City of the concept of minimum staffing by the Office of Management and Budget and City HR.

There is much more work that lies ahead but this serves as a good snapshot of what work has been done by Fire HR so far. 🚒

### EMS PROVIDER OF THE YEAR 2010 AWARD



Alexandria Medic Sarah Bowman receives the EMS Provider of the Year Award at the Franconia Volunteer Fire Department. (Courtesy Photo)

Alexandria Medic Sarah Bowman, who is also a member with the Franconia Volunteer Fire Department since October 2009 received the Emergency Medical Service Provider of the Year 2010 Award for exceptional performance of duty as a Basic Emergency Medical Technician and as an Advanced Life Support Provider, February 25, 2011 from the Franconia Volunteer Fire Department.

Ms Bowman preformed over 900 hours of operational and training service in 2010 to the Franconia community by staffing both BLS and ALS ambulance units at the Franconia Volunteer Fire Department and Fairfax County Fire and Rescue Departments. Ms Bowman successfully completed the National Registry of Emergency Medical Technicians – Intermediate Course in March 2010 and also completed the BLS Ambulance Officer in Charge program allowing her to supervise ambulance operations and place units into service in the County of Fairfax, VA.

Ms Bowman also served as an Advance Life Support provider on Medic 405E in support of the Rappahannock EMS Council at the National Boy Scout Jamboree, Fort AP Hill, Virginia from July 28 to August 1, 2010. In that function she provided round the clock ALS service to the over 50,000 Boy Scouts and Scouters participating at the Jamboree, performing both Basic Life Support and Advanced Life Support treatments and transports during the four day period.

According to Franconia Assistant Fire Chief Gary Gall, “Ms Bowman’s exemplary performance, dedication to duty, attention to detail and professionalism is in the highest standards of the Franconia Volunteer Fire Department and the Fairfax County Fire and Rescue Department.”

Congratulations Sarah. 🎉



## Spring 2011 Run Statistics (January through March)

	Unit	EMS	SUP	TOTAL	Current Yr	Previous Yr
Station 201	E201	133	186	319	319	1350
Station 202	M202	440	101	541	541	2354
Station 203	E203	111	169	280	280	1278
	T203	37	232	269	269	1060
<b>Total</b>		<b>148</b>	<b>401</b>	<b>549</b>	<b>549</b>	<b>2338</b>
Station 204	E204	168	192	360	360	1434
	T204	37	312	349	349	1270
<b>Total</b>		<b>205</b>	<b>504</b>	<b>709</b>	<b>709</b>	<b>2704</b>
Station 205	E205	228	333	561	561	2097
	M205	562	128	690	690	3128
<b>Total</b>		<b>790</b>	<b>461</b>	<b>1251</b>	<b>1251</b>	<b>5225</b>
Station 206	E206	239	254	493	493	2025
	M206	565	34	668	668	2852
	R206	75	59	134	134	483
<b>Total</b>		<b>879</b>	<b>347</b>	<b>1295</b>	<b>1295</b>	<b>5360</b>
Station 207	E207	219	237	456	456	2184
	M207	484	106	590	590	2453
<b>Total</b>		<b>703</b>	<b>343</b>	<b>1046</b>	<b>1046</b>	<b>4637</b>
Station 208	E208	384	326	710	710	2987
	M208	577	170	747	747	3029
	T208	78	300	378	378	1552
<b>Total</b>		<b>1039</b>	<b>796</b>	<b>1835</b>	<b>1835</b>	<b>7568</b>
Station 209	E209	172	199	371	371	1507
	H209	1	9	10	10	54
	S209	13	105	118	118	513
<b>Total</b>		<b>186</b>	<b>313</b>	<b>499</b>	<b>499</b>	<b>2074</b>
Peak Time Medics	M213	69	5	74	74	0
	M214	47	10	57	57	0
<b>Total</b>		<b>116</b>	<b>15</b>	<b>131</b>	<b>131</b>	<b>0</b>
Station totals		<b>4649</b>	<b>3551</b>	<b>8200</b>	<b>8200</b>	<b>33657</b>



Left and Right:

Fire crews get the upper hand on a four alarm apartment fire on Edsall Road that occurred on February 15.

More Hot Shots on Page 12.



## HOT Shots



Above: The 26th EMS Recruit School gathers for their graduation ceremony at the George Washington Masonic Temple.

Below: Medic II Mario Weber makes the class presentation to B/C D. Bonnette and Captain B. Andrews of the PDC

### 26th EMS Recruit School Graduation

January 14, 2011



Above: Medical Director J. Benji Marfori, MD makes commencement remarks to the graduating EMS recruits.

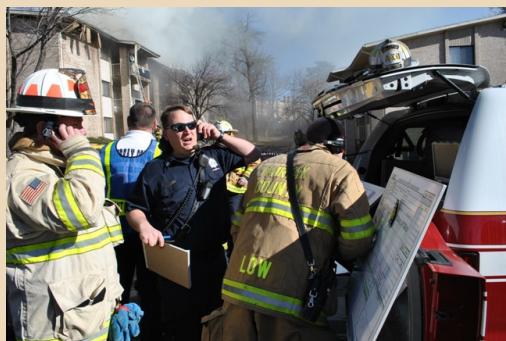
Below: The 26th EMS Recruit Class celebrate behind their graduation cake at the social gathering after graduation.



Above: Fire Chief Adam Thiel congratulates the 26th EMS Recruit Class.



Above: AFD staff present ARHA employees with Certificates of Appreciation for allowing the AFD to train on several ARHA structures prior to demolition. January 26.



Above and Left: Firefighters engage fire in the attic at Edsall Road while incident command coordinates fire activities at the command post. February 15.



Above and Below: Members of HazMat Team 209 deploy booms in a creek along Holland Lane where an oil sheen was reported on March 22.







# ALERT

## Preventing Injuries and Deaths of Fire Fighters due to Structural Collapse

# WARNING!

Fire fighters are frequently injured or killed when burning structures collapse without warning.

Fire departments should take the following steps to minimize the risk of injury and death to fire fighters during structural fire fighting:

- Implement and review occupational safety programs and standard operating procedures.
- Ensure that the incident commander conducts an initial size-up and risk assessment of the incident scene before beginning interior fire fighting.
- Ensure that the incident commander always maintains accountability for all personnel at a fire scene—both by location and function.
- Establish rapid intervention crews (RICs)—often called rapid intervention teams—and make sure they are positioned to respond immediately to emergencies.
- Ensure that at least four fire fighters are on the scene before beginning interior fire fighting at a structural fire (two fire fighters inside the structure and two outside).
- Equip fire fighters who enter hazardous areas (such as burning or suspected unsafe structures) to maintain two-way communications with the incident commander.
- Ensure that standard operating procedures and equipment are adequate and sufficient to support radio traffic at multiple-responder fire scenes.
- Provide all fire fighters with personal alert safety system (PASS) devices and make sure that they wear and activate them when they are involved in fire fighting, rescue, or other hazardous duties.
- Conduct prefire planning and inspections that cover all building materials and components of a structure.
- Transmit an audible tone or alert immediately when conditions become unsafe for fire fighters.
- Establish a collapse zone around buildings with parapet walls.



Please tear out and post. Distribute copies to workers.  
See back of sheet to order complete Alert.

TEAR OUT AND POST